

MADEC Australia

Modern

Slavery Statement 2021

Introduction:

MADEC Australia - ABN: 48 086 804 015

MADEC Australia is a successful not for profit and charitable organisation, with over 50 years history of providing relief to people experiencing poverty or distress. We recognise the importance of self-worth and self-fulfilment through education and employment and we recognise that those who are or may be disadvantaged, need and deserve our help.

MADEC employs approximately 400 staff across 60 office locations in 5 States of Australia and has an annual turnover of approximately \$150 million.

MADEC takes pride in being an ethical organisation and is fully committed to identifying and eradicating any form of modern slavery from our supply chain.

Structure:

MADEC is a not-for-profit company and registered charity, governed by a skills based board of up to 9 Directors. Company operations are managed by an executive team, primarily based in a head office at Mildura, Victoria. Operations are broadly categorised into four Divisions:

Educational and Training Services

MADEC Australia is a Nationally Registered Training Organisation (RTO) delivering accredited training to more than 10,000 students per annum in high priority industry areas. MADEC focus on providing skills development training that will lead to employment or improved employment outcomes.

An Indigenous Youth Leadership Program offers scholarships and leadership opportunities to young, disadvantaged Indigenous Australians, with a focus on Indigenous youth from remote or regional communities.

Employment services

MADEC is contracted by the Australian government to provide employment services across six large employment regions, supporting 18,000 jobseekers on their pathway to employment. We also assist job seekers to find employment and support the employer by providing candidates that meet their business needs.

MADEC offers Indigenous Wellbeing Service, a holistic response to clients who are experiencing issues with Domestic & Family Violence, Criminal Justice and Drug, Alcohol or Substance Abuse.

Harvest Services

MADEC is contracted by the Australian Government to deliver the National Harvest Trail information Service and also to provide Harvest Trail Services in 11 large harvest regions across Australia, placing more than 20,000 workers in harvest work vacancies per year.

Labour Hire & Seasonal Workers Program

MADEC provides standard on-hire services and is also an approved employer for the Seasonal Worker Program. The Seasonal Worker Program is an initiative of the Australian Government that provides workers from the Pacific and Timor-Leste, the opportunity to work in Australia to generate benefit for their families, communities and country. MADEC provides more than 3,000 people per year with employment opportunities in Australia.

Risks of modern slavery practices

MADEC Australia is a values driven organisation and ensures that all employees are treated with respect and dignity and employed in accordance with National Employment Standards, industry awards and safe work practices. Employment practices are subjected to review by third party auditors and the workforce is provided a range of protections, including complaints, disputes and grievance resolution procedures.

Risks lie within the supply chain for the Seasonal Worker Program whereby:

- Employers host our employees
- Foreign governments assist to supply employees

Management of Potential Risks

MADEC will adopt a leadership position and ensure all contracts between Host Employers and MADEC Australia clearly state their obligations, compliance requirements, and due diligence under the Modern Slavery Act 2018. Furthermore, it will ensure that the parties must comply with any reasonable request for assistance made by the other party in regard to their compliance under or related to the Modern Slavery Laws.

The Seasonal Worker Program operates within a strong regulatory framework designed and implemented by the Australian Government. The Department of Education, Skills and Employment and Department of Foreign Affairs and Trade ensure compliance with the regulation and guidelines of the program through a tightly controlled approvals process and a targeted assurance program.

Assessing Effectiveness

MADEC Australia is a quality assured organisation against 4 nationally recognised standards. We will ensure that the provisions of the Modern Slavery Act are reflected in our quality systems and the agreements that we establish with our business partners. MADEC uses a continuous improvement strategy to actively review practices, policies and procedures in line with all current legislation, regulations, Acts, standards and service agreements.

Endorsement

This statement was endorsed by the MADEC Board of directors on 22 March 2021.

A handwritten signature in black ink, appearing to read "Peter Jones".

Peter Jones

Board Chair

